

No. : 7/68/2025-PESB

**भारत सरकार**  
**Government of India**  
**कार्मिक एवं प्रशिक्षण विभाग**  
**Department of Personnel & Training**  
**(लोक उद्यम चयन बोर्ड)**  
**(Public Enterprises Selection Board)**

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ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड  
 Block No.14, C.G.O. Complex, Lodhi Road  
 नई दिल्ली / New Delhi- 110003  
**Dated : 20/01/2026**

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Hindustan Aeronautics Limited
पद का नाम NAME OF THE POST	Director (Engineering, Research & Development)
रिक्ति की तारीख DATE OF VACANCY	01.12.2026
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000 – 340000 (IDA)

## I. COMPANY PROFILE

Hindustan Aeronautics Limited (HAL) is a Maharatna Public Sector Undertaking and a premier Aeronautics Complex in South Asia under the Ministry of Defence, Govt. of India. The Company operates with 21 Divisions and 09 R&D Centers spread across 7 States and 10 geographical locations in India and is ranked 31<sup>st</sup> among Global Aerospace Companies by Sales. HAL has been providing one stop solution for the Defence Services in the areas of Design and Development, Manufacture, Maintenance, Repair & Overhaul of Aircrafts, Helicopters, Aero-Engines, related accessories and Avionics over the last 8 decades. Its R&D Centres and Production Divisions are equipped with modern infrastructure to undertake design, development and production of fighter aircrafts, trainers, transport aircrafts, helicopters and their accessories.

HAL's major supplies and services are made to the Indian Defence Service – Indian Air Force, Army, Navy and Coast Guard. HAL supplied platforms constitute upwards of 60% of the fleet strength of Indian Defence Services whereas support is being extended to 75% of their fleet, including for some aircrafts engines not supplied by HAL. The Company has also established an Export foothold in more than 25 countries, having demonstrated its quality and price competitiveness. HAL is a major partner for the space vehicle programs of Indian Space Research Organisation (ISRO) and has also diversified into manufacture and ROH (Repair and Overhaul) of Industrial & Marine Gas Turbine Engines.

The shareholding of the Government of India in HAL is 71.64% as on 31<sup>st</sup> March, 2025. For the Financial Year 2024-25 ending on 31/03/2025 – HAL recorded Rs. 30,981 crores as the revenue from operations, its order book stood above Rs. 1,84,000 crores and the Authorized and Paid-up Capital of the Company stood as Rs. 700 crores and Rs. 334.39 crores respectively. HAL's manpower strength is 23,999 with 7,390 Executives and 16,609

Non Executives.

HAL is dedicated to fostering self-reliance in the Defence sector by promoting indigenous productions and encouraging the development of a robust defence ecosystem within the country.

## II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Engineering and R&D) is a member of the Board of Directors and reports to Chairman and Managing Director. He/ She shall manage and ensure effective and efficient implementation of all Research & Development (R&D), Design & Development (D&D), Project Development, and development of new Products/ Technologies.

He/ She will be the Functional Head of all R&D Centres of the Company, and will be responsible for fulfillment of the Company's objectives pertaining to R&D and D&D Projects, incl. by way of:-

Corporate R&D/ D&D Plans

Corporate Engineering/ Product Development

New Projects/ License Projects

Protecting & developing Intellectual Property Right (IPRs)

Promoting indigenization under Atmanirbhar Scheme of the Government.

Pursuing implementation of Board decisions related to his area of responsibilities.

## III. ELIGIBILITY

### 1. AGE : On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
45	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

### 2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

(a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);

(b) Central Government Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;

(c) State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs.10,000 crore or more;**

(d) Private Sector in company where the annual turnover is **\*Rs.10,000 crore or more.**  
**Preference would be given to candidates from listed Companies.**

(\* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits.)

### 3. QUALIFICATION:

(a) Engineering graduate preferably in the disciplines of Aeronautical/ Electrical/ Electronics/ Instrumentation/ Mechanical/ Computer Science/ Metallurgy/ Chemical/ Production.

(b) Post Graduate in the above mentioned Engineering Disciplines will be desirable.

#### **4. EXPERIENCE:**

(a) Technical/ Operational experience at a Senior level of management in an Organization of repute out of which at least five years during the last ten years, the candidate should have led the R&D projects of adequate significance in Design/ Airworthiness/ Production/ Engineering support of Aircraft/ Helicopters/ their related system in Research/ Design/ Development in the Defence Sector.

(b) Experience in the field of development of items (Aircraft/ Helicopters/ their related system) for Defence usage will have added advantage.

#### **5. PAY SCALE:**

##### **(a) Central Public Sector Enterprises-**

##### **Eligible Scale of Pay**

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20,500-26,500 (IDA) Post 01/01/1997
- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised Post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) Post 01/01/2006
- (viii) Rs. 144200-218200 (Level 14) (CDA) Post 01/01/2016

The minimum length of service required in the eligible scale will be one year for internal candidates and two years for others, as on the date of vacancy.

(b)

**(i) Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc.** should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.

**(ii) Applicants from Public Sector Bank/ Financial Institutions** should be holding at Board level or at least a post of the level immediately below the Board level for one year on the date of application.

**(iii) Applicants from the Armed forces of the Union** should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

(c)

**Applicants from State Public Sector Enterprises/ Private Sector** should be working at Board level position or at least a post of the level immediately below the Board level on the date of application.

#### **6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS**

Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous

Bodies etc., will be eligible for consideration only on immediate absorption basis.

#### **IV. DURATION OF APPOINTMENT**

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

#### **V. SUBMISSION OF APPLICATIONS**

**Applicants should submit their applications on-line only as per the format.**

1. The applicants should submit their applications through proper channel as follows:

(a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.

(b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India.

(c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(d) Below Board level in CPSE: through the concerned CPSE;

(e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(f) Below Board level in SPSE: through the concerned SPSE.

(g) Private Sector: directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form:

(a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (**please provide URL or attach/enclose copies**);

(b) Whether the company is listed or not; if yes, the documentary proof (**please provide URL or attach/enclose copies**);

(c) Evidence of working at Board level or at least a post of the level immediately below the Board level;

(d) Self-attested copies of documents in support of age and qualifications.

(e) Relevant Jobs handled in the past with details.

3. The cadre controlling authority/ competent authority should forward applications of only those applicants who are clear from vigilance angle, as per the guidelines issued by DPE from time to time, latest being issued vide OM No. 15(2)/2001-DPE(GM)-FTS-4199 dated 28.10.2025. The vigilance profile, in the prescribed proforma should also invariably be attached with the application form.

#### **VI. UNDERTAKING BY THE APPLICANT**

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

**1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/ Autonomous Bodies etc:**

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board

level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

## **2. For candidates from CPSE**

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

## **3. For candidates from SPSE/ Private Sector**

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

## **VII. THE APPLICANTS CAN EITHER**

(a) fill up the **Application Form online only** against this Job Description on the website of PESB - <https://pesb.gov.in/> and thereafter **forward it online**, as specified in para V(1);

**Or**

(b) fill up the **Application Form online only** against this Job Description on the website of PESB - <https://pesb.gov.in/>, take a printout and send it offline, as specified in para V(1).

**Total timeline for receipt of applications (complete in all respect) in PESB is 30 days from the date of uploading the Job Description on website of PESB. Last date for submission of applications by the applicants is by 03:00 PM on 10.02.2026. Last date for nodal officers to forward applications to PESB is by 05:00 PM on 19.02.2026 . No application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications received after the stipulated date shall be REJECTED.**

**VIII. Board reserves the right to shortlist applicants for interview, keeping in view the extant guidelines issued from time to time.**

**IX. Applications are to be addressed to**

Secretary,  
Public Enterprises Selection Board, Public Enterprises Bhawan,  
BlockNo. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO **SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.**